



## **Director, Nursing Professional Development**

Management Pathways has been retained by St. Francis Hospital (SFH) in Wilmington, DE to conduct the search, on their behalf, for a Director, Nursing Professional Development. St. Francis Healthcare is comprised of St. Francis Hospital (SFH), a 125 bed acute care hospital with a home health agency, a long term care facility and approximately 12 physician owned practices serving Wilmington, DE and surrounding communities. Founded in 1924, St. Francis Hospital provides comprehensive health care services and specialized programs including cancer care, radiation oncology, heart care including CT surgery, emergency services, gynecological and obstetrical services, surgical services, spine and pain center, wound care, physical medicine and rehabilitation, sleep disorders center, family care, hospice services, pastoral care, radiology/diagnostic imaging, and home care. St. Francis Hospital is a recognized Center of Excellence for Bariatric Surgery and the only hospital in Wilmington to offer the da Vinci<sup>®</sup> Surgical System for minimally invasive gynecological, prostate and heart surgeries.

St. Francis Hospital is led by Julie A. Hester, MPM, BSN, RN, President & Chief Executive Officer. Under her direction, the organization has made significant improvements in quality, patient and physician satisfaction, financial performance, and attracting new physicians. SFH is a member of Catholic Health East (CHE) headquartered in Newtown Square, PA.

St. Francis Hospital's Division of Nursing is staffed with 335 FTE's. Three (3) full-time Nurse Educators support Cardiac, Telemetry, Stroke Center, Emergency, ICU, and Med/Surg units. SFH is developing future plans to pursue Magnet status with the American Nurses Credentialing Center (ANCC).

Reporting to the Vice President, Patient Services/Chief Nursing Officer, the Director of Nursing Professional Development provides overall direction to develop, implement, and evaluate a strategic plan focused on supporting professional nursing practice areas including education, quality improvement, performance improvement, and standards of practice in a manner consistent with the philosophy and goals of senior management and St. Francis Hospital. This role focuses on effective design and implementation of innovative practice models, patient care delivery processes and comprehensive, evidence based curriculum. Manages 7 direct reports and departmental budget.

### **Requirements**

The ideal candidate will be a progressive educator and leader, and possess the managerial experience expertise necessary to develop, implement, and guide a strong nursing education program in an acute care hospital environment. This individual will have the ability to function independently to assess, research, initiate, and collaborate to build an organizational foundation to support a culture of continuous learning and professional development. The successful candidate will bring related experience establishing nursing education and advancing nursing practice to achieve standards excellence in patient care delivery. This individual will have the ability to align department staff, resources, and systems to promote quality patient care as an integrated member of the health care team. A passion for teaching excellence and maintaining the highest professional standards are desirable characteristics.

- MS Nursing degree is required; Doctoral degree desirable but not a requirement;
- A minimum of three (3) years related experience in nursing education and professional development is required;
- A minimum of five (5) years progressive experience in a supervisory or management role;
- Experience with Quality and Performance Improvement and Joint Commission readiness is preferred;
- Magnet credentialing experience is desirable;
- Strong leadership and facilitation skills;
- Excellent oral and written communication skills;
- Ability to work cooperatively with peers, staff, and physicians and facilitate program growth and development;

**Personal and professional attributes of the successful candidate include:**

- Self-starter, self-directed and goal-oriented individual with a solid, dependable track record of delivering results;
- Strong analytical and research skills;
- Role model;
- Highly organized and able to set priorities;
- Innovative and change agent;
- Resourceful;
- Displays professionalism and embodies high integrity.

**Compensation and Rewards**

An excellent compensation and benefits package is offered, including relocation assistance. The Director of Nursing Professional Development will play a highly visible role in the organization with potential for professional growth. St. Francis Healthcare colleagues are supported by a mission driven culture dedicated to serving communities in need with easily accessible, patient-centered, compassionate health care supported by state-of-the-art technology.

**Contacts**

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